**Proposed with Track Changes**

1. *Formation of Department RTP Committees*. ~~Normally, t~~Two committees composed of five voting members will be formed, which may have overlapping members. The committee considering actions of (a) promotion to Professor, (b) reappointment or tenure of an Associate Professor, or (c) reappointment or tenure of a Professor shall be restricted to tenured faculty members with the rank of Professor. This committee is heretofore referred to as the Professor committee. The committee considering actions of (a) reappointment of an Assistant Professor or (b) tenure and/or promotion of an Assistant Professor shall be restricted to tenured faculty with the rank of at least Associate Professor who themselves are not being evaluated in the RTP process that year. This committee is heretofore referred to as the Associate committee. ~~If it is not possible to obtain five-member committees of Psychology Department faculty members, the committee shall consist of at least three members.~~ In all cases, the committees’ goals are to ~~responsible for~~ form majority decisions.
2. *Eligibility*. All eligible faculty members as described above, in the Collective Bargaining Agreement, and in Academic Senate Policy are nominees for RTP committees. ~~with the restriction that a faculty member who serves one year at either the Departmental or College RTP committee level may choose to not be listed on the ballot the following year.~~ Faculty members who will be on sabbatical during the time of review may choose not to serve but should normally be listed on the ballot the next year. As stated in the University RTP document, faculty members participating in the Faculty Early Retirement Program (FERP) are eligible for service on the department RTP committee, if requested by a majority vote of tenured and probationary faculty members of the department and approved by the President. However, RTP committees may not be made up solely of faculty participating in the FERP.
3. *Election Procedure*. Election of each RTP committee shall be by majority vote of eligible faculty members as determined by the Collective Bargaining Agreement. The election procedure for the separate RTP committees will be as follows: On all ballots all nominees shall be listed in random order. There will be two parts on all ballots. On the first part, all nominees will be listed. Voters will vote for all those nominees that they consider acceptable for membership on the committee. On the second part, nominees who did not serve on the specific committee the previous year as well as those serving on the committee the previous year who chose not to opt out of RTP service (see #4 below) will be listed. Eligible faculty members will vote for up to five whom they would most prefer. If five or more nominees listed in the second part of the ballot receive a vote of acceptable~~nce~~ on 50% or more of the ballots cast, the five receiving the greatest number of votes on the second part of the ballot shall be elected. If a vacancy occurs prior to commencement of the RTP process, the person receiving the next highest numbers of votes ~~(in addition to at least 50% acceptance)~~ shall serve as a replacement.

If fewer than 5 candidates listed in the second part of the ballot receive a vote of acceptable on 50% or more of the ballots cast, the remaining candidate(s) is (are) chosen using the procedure specified in #4 below from those listed only in the first part of the ballot who received a vote of acceptable on 50% or more of the ballots. ~~If only three or four nominees achieve a vote of acceptance on 50% or more of the ballots cast, then these individuals will comprise the committee.~~
4. *Opting Out of RTP Service.* Faculty members who served the previous academic year on the Professor and/or Associate committee are eligible for consideration of opting out of RTP service on the same committee(s) the subsequent year. Faculty members who served on the College RTP committee the previous year may choose to opt out of both the Professor and Associate committees the subsequent year. Initially, the Department Chair will ask each nominee eligible to opt out if he/she would choose to continue service or opt out of service the following year. If fewer than five committee members are elected after following the procedure in #3 above, acceptable nominees who were eligible to opt out of service on the committee and chose to do so will be divided into two groups: those who served the two previous consecutive years on the committee, and those who served only the previous year. A random drawing will then proceed in two steps. First, the names of individuals who served on the committee only in the previous year and wish to opt out will be entered into a random drawing. The first individual drawn will be assigned to serve on the corresponding RTP committee. This procedure will continue until either (a) five nominees compose the committee, or (b) the names are exhausted. If all names are exhausted, a drawing of names of individuals who have served the two consecutive previous years on the committee and wish to opt out will be entered into a drawing. The above procedure will be repeated until five nominees compose the committee.
5. *Membership by Non-Psychology Faculty*. If ~~less~~ fewer than ~~three~~ five ~~nominees~~ ~~achieve a vote of acceptablence on 50% or more of the ballots cast~~, committee members are elected after following the above procedures, then the Department Chair, in consultation with the candidate(s), shall identify qualified faculty members from outside the department to stand for election to the Psychology RTP committee(s). Once the outside ~~candidates~~ nominees have been identified, the normal election procedures shall occur for the additional nominees.
**Proposed without Track Changes**
6. *Formation of Department RTP Committees*. Two committees composed of five voting members will be formed, which may have overlapping members. The committee considering actions of (a) promotion to Professor, (b) reappointment or tenure of an Associate Professor, or (c) reappointment or tenure of a Professor shall be restricted to tenured faculty members with the rank of Professor. This committee is heretofore referred to as the Professor committee. The committee considering actions of (a) reappointment of an Assistant Professor or (b) tenure and/or promotion of an Assistant Professor shall be restricted to tenured faculty with the rank of at least Associate Professor who themselves are not being evaluated in the RTP process that year. This committee is heretofore referred to as the Associate committee. In all cases, the committees’ goals are to form majority decisions.
7. *Eligibility*. All eligible faculty members as described above, in the Collective Bargaining Agreement, and in Academic Senate Policy are nominees for RTP committees. Faculty members who will be on sabbatical during the time of review may choose not to serve but should normally be listed on the ballot the next year. As stated in the University RTP document, faculty members participating in the Faculty Early Retirement Program (FERP) are eligible for service on the department RTP committee, if requested by a majority vote of tenured and probationary faculty members of the department and approved by the President. However, RTP committees may not be made up solely of faculty participating in the FERP.
8. *Election Procedure*. Election of each RTP committee shall be by majority vote of eligible faculty members as determined by the Collective Bargaining Agreement. The election procedure for the separate RTP committees will be as follows: On all ballots all nominees shall be listed in random order. There will be two parts on all ballots. On the first part, all nominees will be listed. Voters will vote for all those nominees that they consider acceptable for membership on the committee. On the second part, nominees who did not serve on the specific committee the previous year as well as those serving on the committee the previous year who chose not to opt out of RTP service (see #4 below) will be listed. Eligible faculty members will vote for up to five whom they would most prefer. If five or more nominees listed in the second part of the ballot receive a vote of acceptable on 50% or more of the ballots cast, the five receiving the greatest number of votes on the second part of the ballot shall be elected. If a vacancy occurs prior to commencement of the RTP process, the person receiving the next highest numbers of votes shall serve as a replacement.

If fewer than 5 candidates listed in the second part of the ballot receive a vote of acceptable on 50% or more of the ballots cast, the remaining candidate(s) is (are) chosen using the procedure specified in #4 below from those listed only in the first part of the ballot who received a vote of acceptable on 50% or more of the ballots.
9. *Opting Out of RTP Service.* Faculty members who served the previous academic year on the Professor and/or Associate committee are eligible for consideration of opting out of RTP service on the same committee(s) the subsequent year. Faculty members who served on the College RTP committee the previous year may choose to opt out of both the Professor and Associate committees the subsequent year. Initially, the Department Chair will ask each nominee eligible to opt out if he/she would choose to continue service or opt out of service the following year. If fewer than five committee members are elected after following the procedure in #3 above, acceptable nominees who were eligible to opt out of service on the committee and chose to do so will be divided into two groups: those who served the two previous consecutive years on the committee, and those who served only the previous year. A random drawing will then proceed in two steps. First, the names of individuals who served on the committee only in the previous year and wish to opt out will be entered into a random drawing. The first individual drawn will be assigned to serve on the corresponding RTP committee. This procedure will continue until either (a) five nominees compose the committee, or (b) the names are exhausted. If all names are exhausted, a drawing of names of individuals who have served the two consecutive previous years on the committee and wish to opt out will be entered into a drawing. The above procedure will be repeated until five nominees compose the committee.
10. *Membership by Non-Psychology Faculty*. If fewer than five committee members are elected after following the above procedures, then the Department Chair, in consultation with the candidate(s), shall identify qualified faculty members from outside the department to stand for election to the Psychology RTP committee(s). Once the outside nominees have been identified, the normal election procedures shall occur for the additional nominees.